CSEA a strong union — Wurf

The report further recommends consolidation of wards despite the admission in the report that “nearly every ward has an insufficient number of direct care staff.”

The 11-page report, which begins with a warning that the review team that wrote it only spent a week looking at Manhattan Psychiatric Center ends with a plea that the team be funded to make a more detailed study that would make “specific recommendations.”

On the one hand they say they have recommendations and on the other they hedge their bet by saying that they didn’t have enough time to do a good job,” said Mr. Lopez. “Our conclusion is that the report is worthless as a critical document by its own admission.”

Lopez and Hussein said that they had demanded and received permission for a meeting with Regional Director Sarah Connell, of the New York City Regional Office of Mental Health, to discuss the report and to make CSEA recommendation for additional staff and improved working conditions which, they say, could make Manhattan Psychiatric Center a model facility.

Union attacks 'hatchet job' report

The report is further critical of the funding and the jobs at Manhattan Psychiatric Center a model facility.

The 19 separate multi-year agreements were negotiated on a coalition basis by CSEA members from State Judiciary Districts 3 through 8 and part of District 9. They were aided by CSEA Collective Bargaining Specialist Pat Monachino.

Details of the contracts are being withheld until explanatory meetings can be held for all affected employees. Those meetings will be followed by the mailing of ratification ballots to all affected CSEA members in early January, according to Monachino.

“Right now, we can say only that substantial gains were made in wages and other areas,” he said.

Tentative agreement

ALBANY — After 10 months of intensive negotiations, the 3,800 CSEA-represented employees of the Office of Court Administration in New York State have new tentative contracts.

The 19 separate multi-year agreements were negotiated on a coalition basis by CSEA members from State Judiciary Districts 3 through 8 and part of District 9. They were aided by CSEA Collective Bargaining Specialist Pat Monachino.

Details of the contracts are being withheld until explanatory meetings can be held for all affected employees. Those meetings will be followed by the mailing of ratification ballots to all affected CSEA members in early January, according to Monachino.

“Right now, we can say only that substantial gains were made in wages and other areas,” he said.

AFSCME INTERNATIONAL PRESIDENT JERRY WURF told delegates to a Capital Region workshop recently that CSEA and AFSCME are working together for a variety of benefits to the combined memberships.

Deny unemployment benefits

In a decision handed down November 8, 1979, the Appellate Division of Supreme Court affirmed the decision of the Unemployment Appeals Board, regarding the eligibility issue under section 590.11. The unanimous decision from the Appellate in the precedent setting Clair Hess case renders non-instructional school employees ineligible to collect unemployment benefits during school vacations and recess periods. CSEA will attempt to appeal the decision of the Appellate Division to the Court of Appeals.

Union attacks 'hatchet job' report

MANHATTAN — A secret report recommending the virtual abolishment of the Manhattan Psychiatric Center and the transfer of its functions to New York City Department of Mental Health has been denounced by CSEA leaders as a "hatchet job."

The report, commissioned by the New York City Regional Office of the State Office of Mental Health, recommended a budget freeze, reduced patient admissions and the transfer of all community service programs and jobs "to the City Department of Mental Health."

Israel Lopez, President of CSEA Local 413 at Manhattan Psychiatric Center, who obtained a copy of the report, attacked it as "foolish, self-serving, and finally false."

Lopez and Mohamed Hussein, Local 413 grievance chairmen, said that the report was submitted by consultants, founded assumptions, and logical weaknesses" that are "throughout the report."

The report states that employees' "knowledge of mental health concepts" may date to the 1950's or before. "They fail to mention, however, that the State has given us virtually no training in areas vital to our work," commented Lopez.

The report is further critical of employees claiming that their "primary motivation may be to earn a paycheck."

"I suppose they expect us to work for nothing," Hussein said, "working to better yourself is supposed to be a valued American tradition so why are they criticizing us for it?" he asked.

Perhaps the most glaring sentence in the report, Lopez said, was the one which blamed the staff for "striving toward 'quality care' rather than a more global system's mind set."

The report recommends transferring the funding and the jobs at Manhattan Psychiatric Center to the New York City Department of Mental Health community services system.

"Can you imagine transferring mental health care to the already bankrupt city system? All this is an attempt by the state to get out of its responsibility to care for its mentally ill citizens," Lopez said.

The report further recommends transferring the funding and the jobs at Manhattan Psychiatric Center to the New York City Department of Mental Health community services system.

"Can you imagine transferring mental health care to the already bankrupt city system? All this is an attempt by the state to get out of its responsibility to care for its mentally ill citizens," Lopez said.

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Report Card

A biweekly column for and about the thousands of non-instructional employees of school districts throughout New York represented by the Civil Service Employees Association. Comments and/or questions concerning non-instructional school employees should be directed to Ms. Arnie Wipfli, Coordinator of School Affairs, CSEA, 31 Elk Street, Albany, New York 12210.

Union continuing UI fight

The November 8, 1979 decision handed down by the Appellate Division of Supreme Court on the eligibility issue for collection of unemployment benefits has been a disappointment for thousands of non-instructional school employees. The unanimous decision by the Court has, in essence, made it virtually impossible for non-instructurals to collect benefits under §500.11. CSEA will attempt to have the case heard in the higher court, but since the decision was unanimous the Court of Appeals may not accept the appeal.

A number of people have called to ask what the next step will be. If you filed a form 1, which is holding your case in abeyance, you may take one of two routes. First, and probably the most advisable, is to withdraw it until it is ascertained whether or not the Court of Appeals will hear the case. If you decide to take the second route, which would be to re-open your case by requesting a hearing, you are further assured of being denied benefits based on the Appellate decision of November 8. The Department of Labor is likely to schedule hearings, but will be bound by the court decision. The decision is up to the claimant.

The unemployment problem is still not over. CSEA continues to seek a satisfactory resolution, either through the appeal process or possibly through a legislative change.

'Significant breakthrough'

MANHATTAN — In response to CSEA Region II initiatives and demands, the New York City office of the New York State Department of Mental Retardation has submitted a plan to the Bureau of the Budget that calls for opening, over the next two years, approximately 78 Intermediate Care Facilities (ICF) and 108 Community Residences (CR) staffed by more than 900 Department of Mental Retardation employees.

In addition, complying with another CSEA demand, the department will appoint to seats on the boards of local Borough Developmental Services Offices (8800), which determine the placement and staffing of ICF’s and CR’s in the Region II area.

The disclosure of the State’s move was made at a CSEA-Management meeting at the World Trade Center earlier this month by assistant commissioner William Coleman.

Region II President Jimmy Gripper hailed the announcement as a significant breakthrough for the CSEA.

The CSEA team included Creedmoor Psychiatric Center CSEA Local 406 President Dorothy King; Manhattan Development Center Local 443 Third Vice President Joe Michaelis; Brenda Nichols, President of Brooklyn Developmental Center Local 447; Region II Secretary Helen Cugno; Manhattan Developmental Center Local 443 President Margaret Meaders; and CSEA Field Representatives Bart Brier and Al Sundmark.

Senator opposes

A State senator has reacted sharply in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds in opposition to plans to use part of the Pilgrim Psychiatric Center grounds. Sen. Johnson called the facility "a totally inappropriate spot because of the populated area surrounding the location.

Calendar of EVENTS

November

30 — Local 690 Christmas party, 5 p.m., Italian American Community Center, Albany.
30 — Regional reception for retiring and recently retired CSEA members, Executive Inn, 4243 Genesee Street, Cheektowaga. Cocktails, 6:30 p.m.

December

1 — CSEA Local 615 Upstate Medical Center annual Christmas party, 7 p.m., campus activities building.
1 — Schenectady County Local 850 annual Christmas dinner-dance, Boatyard Restaurant, Waterloo, N.Y. — 6:30 p.m.
1 — State contracts informational meetings, 9:45 a.m. Administrative Unit meeting, Treadway Inn, Batavia; Operational and Institutional Units meeting, Holiday Inn, Batavia.
1 — Westchester County Local 860 leadership training session, 9 a.m., local headquarters, 196 Maple Avenue, White Plains.
1 — SUNY Maritsville Local 609 Christmas party, 6:30 p.m., Nelson Inn, Rt. 20, Nelson.
3 — Region III State Local Presidents meeting, 2 p.m., Regional Headquarters, Fishkill, followed by meeting on new evaluations, 5 p.m.
3 — Region III County Local Presidents meeting, 7 p.m., Regional Headquarters, Fishkill.
4 — Region IV County Local Presidents meeting, 2 p.m., Ramada Inn, Albany.
4 — Region IV State Local Presidents meeting, 5 p.m., Ramada Inn, Albany.
5 — Capital District Retirees Local 999 annual Christmas luncheon, noon, Thruway House, Washington Avenue, Albany.
7 — Region I annual Christmas party, 8 p.m., Huntington Town House. Tickets requests at regional office, 516-491-1170.
7 — Department of Social Services Local 688 Christmas party, 7 p.m., Albany Thruway House, Albany.
13 — Saratoga County Local 846 Christmas party, 6:30 p.m., The Rofters, Saratoga Lake.
14 — CSEA Night at New York Appollos soccer game, Nassau Coliseum, Uniondale.
14 — Region III Christmas party, 8 p.m., Holiday Inn, Newburgh.
22 — Downtown Med Center Local 646 annual Christmas party, 9 p.m. Deaville Country Club, Brooklyn.

Mileage is up in Nassau Co.

MINEOLA — Approximately 1,500 members of Nassau County CSEA Local 830 will be receiving more for mileage driven for county work.

The mileage went up to 21 cents, retroactive to June 1, 1979, as a result of action taken by the county’s Board of Supervisors on Nov. 19. Local 830 President Nicholas Abbatiello reported.

He also reported the board voted to establish a labor-management committee, which would include Local 860, to set a formula for computing mileage allowance.

"This will mean we won’t have to renegotiate mileage all the time," Abbatiello said.

He said the committee will be ongoing, meeting two to four times a year.

Directory of Regional Offices

REGION 1 — Long Island
(516) 691-1170
Irving Flauenbaum, President
Ed Cleary, Regional Director

REGION 2 — Metro Region
(212) 962-3090
Jimmy Gripper, President
George Bispham, Regional Director

REGION 3 — Southern Region
(914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director

REGION 4 — Capital Region
(518) 489-5424
Joseph McDermott, President
John Corcoran, Regional Director

REGION 5 — Central Region
(315) 451-6330
James Moore, President
Frank Martello, Regional Director

REGION 6 — Western Region
(716) 634-3540
Robert Lattimer, President
Lee Frank, Regional Director
New local president works to solve problems

(Editor’s note: All across the state, new leaders at various levels are being elected to their terms and union offices. Mrs. Claire McGrath, new president of Syracuse CSEA Local 013, is one of them. She’s finding out that she has to overcome lingering identification issues and that increased communication programs is the best way to attack the problems. Because CSEA continues to change rapidly, the situation is probably not unlike conditions at many Locals across the state.)

SYRACUSE — Many still call it Syracuse City Chapter. But to Mrs. Claire McGrath, new president of CSEA Local 013, the mis-

nomer causes some of the problems she faces as she begins her presidency of it.

For while a large number of the Local’s 1,000 members work in Syracuse, many more work in locations spread around several count-

ies. That’s because the conglomerate local includes members from such state departments as Departments of Transportation, Parks and Labor, which have numerous locations.

Other departments or bureaus even have one person offices in far flung locations.

“As a result, many members don’t know much about the local or about their rights,” says Mrs. McGrath as she sets about the task of bringing the local’s members closer together.

“The union is only as good as the membership makes it. That’s why we have to open communications,” she continues.

As a first step, Mrs. McGrath has begun the resumption of a newsletter. Named editor of it is Helene Callahan, a Labor Department representative, with Tom Fagan, 3rd Vice President of Local 013 there to assist her.

Also coming is a letter from Mrs. McGrath, who has served five years as grievance chairperson of the Local, to all members encouraging them to learn about their rights and to avail themselves of the union’s services.

She is encouraged that because of her prior grievance involvement more members are coming forth and offering her their assistance.

Since her three vice-presidents are also new officers, she says that she welcomes any help that comes her way.

That’s why she’s also grateful to Field Representative Terry Mosley, Regional Director Frank Martello and Region 5 President James Moore.

“But with the cooperation of all, we can have a real top union local,” concludes Mrs. McGrath.

Positions open on CSEA staff

ALBANY — CSEA is now accepting resumes for the position of Employee Assistance Representative for Regions 3, 5 and 6.

Duties will include developing and maintaining the Occupational Alcoholism Leadership Development and Support (“Employee Assistance”) Program, designed to help employees overcome alcohol, drug- and family-related problems.

The salary range is from $18,000 to $23,116.

Minimum qualifications are a high school or equivalency diploma and three years of satisfactory union ex-

perience involving extensive contact with government and union personnel (labor relations experience is es-

pecially desirable); OR graduation from a certified four-year college or from a recognized school of labor relations; OR a satisfactory equivalent combination of the foregoing training and experience. Also, candidates must have a New York State driver’s license and car, and a physical exam will be required.

Employee Assistance Representatives will typically maintain contact with regional CSEA staff, members and officers; guide local union leaders in implementing employee assistance programs; inform members, staff, officers, county departments of mental health, local councils on alcoholism, and others about the value and expected results of occupational alcohol programs in the public sector; calls upon the Employee Assistance Program Training Specialist in Albany for assistance in training, communications, research, or other skills which can help local program efforts; maintain an up-to-date list of treatment resources available in the region and, where feasible, encourage these resources to engage in outreach activity related to occupational alcoholism programs; address union locals, concerning the program; provide the Program Director with periodic reports on regional activities; and perform other duties as required.

Applications must be sent to Personnel Office, Box 123, Capitol Station, Albany, N.Y. 12224, and must be received no later than Dec. 17, 1979.

It is anticipated that 1980 funding will allow for Employee Assistance Representative positions in CSEA Regions 1, 2 and 4.

OFFICERS OF CSEA LOCAL 200, State School for the Blind at Batavia, were installed recently by CSEA Region VI President Robert Latimer, left front. Local 200 President Helen Tolejko is seated next to Mr. Lat-

imer. Standing, from left, are Treasurer Richard Stratten, Delegate Mrs. Lee Putney, Vice President Mrs. Frances Kowalik, and Secretary Mrs. Mary Davis.

Averill Park grievance

AVERILL PARK — The Civil Ser-

vice Employees Assn. has filed a grievance against administrators in the Averill Park School system for assigning multi-titled work to clerical workers and teacher aides.

Besides overloading employees with work, this practice is having a direct impact on the application of seniority, explained Capital Region CSEA Field Representative Joseph Bakerian. The employees’ contract and civil service laws call for title seniority and, in many cases, it’s unclear which title an employee holds.

A hearing called by CSEA to discuss the matter, including specific case in which a teacher’s aide complained of being given typing work, was attended by only two board members. This, says Bakerian, “indicates a disregard for and disinterest in the employees.”

The board’s attitude, he added, has caused a serious morale problem among the employees.

EDUCATION AND INFORMATION for the membership continue to hold high spots on CSEA’s priority list. CSEA Region 1 President

Irving Flaumenbaum, left, and Robert McEnroe discuss some of the educational programs available from AFSCME during a Region 1 leadership conference earlier this month.

THE PUBLIC SECTOR, Wednesday, November 28, 1979  Page 3
Public Sector joins AFL press group

The Public Sector has joined the International Labor Press Association (ILPA), AFL-CIO / CLC, an organization of more than 600 union publications issued by international and national unions, state federations, central bodies and local unions throughout the United States and Canada.

Indicative of CSEA's expanding role and interest in the organized labor movement, joining the ILPA provides access to information and points of view in tune with membership interest not otherwise easily available.

The Public Sector is believed to be the largest circulated weekly newspaper within the ILPA. A few large international labor unions have monthly and bi-weekly publications with larger circulation, but none publish weekly with a circulation as high as The Public Sector's 215,000 copies. ILPA member publications have a combined circulation of more than 22 million.

Charges against Local 010 dropped

ALBANY — Charges brought by CSEA President William L. McGowan against CSEA Local 010 in New York City have been withdrawn following a settlement of the dispute that had left the Local in trusteeship for a short period of time.

Acting under authority of Article IV, Section 4 of the CSEA's Constitution and By-Laws, President McGowan issued the trusteeship order in August. Under terms of the settlement, the trustees appointed by the President were to continue in office until certification of the election of new officers.

Last week a new slate of Local officers was named following an election conducted by CSEA's Statewide Elections Procedures Committee.

FREE REPORT OF SOCIAL SECURITY STATEMENT OF EARNINGS

Print Name and Address in ink or use typewriter

Please send a statement of my social security earnings to:

Name: 

Number & Street: 

City & State: 

Zip Code: 

I am the individual to whom the record pertains. I understand that if I knowingly and willingly request or receive a record about an individual under false pretenses I would be guilty of a Federal crime and could be fined up to $5,000.

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for $5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224. Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224. Publication office, 75 Champlain Street, Albany, New York 12224. Single copy Price 25c
Union reveals situation at Butler Hall

Misappropriation of funds, materials; misuse of public employees services

By Dawn Le Pore

BUFFALO — Since 1976, employees at Roswell Park Memorial Institute have been asked to paint, plaster and make other general repairs to a building known as Butler Hall — an 81-year-old Buffalo landmark in need of restoration. Estimates place manhours worked at the mansion at around 8,000, some of these at overtime rates.

The mansion, however, is not and has never been state property. It is currently owned and operated by a non-profit volunteer organization associated with Roswell Park.

A month after CSEA Health Research Local 315 President Jim Jayes — who himself had been asked to work at the hall on several occasions — related the story of misappropriations to the Buffalo Evening News, the advertisement you see here appeared in another newspaper (the Courier-Express), proclaiming the building for sale.

BUFFALO — It took a year and a half and it didn't come easy. But Jim Jayes has finally got what he's wanted for so long. On October 19, he received a copy of a three-page directive outlining guidelines for work performed at Butler Hall.

"We didn't want to go this route," Jayes said. "We wanted to handle it internally. But we had to go through the newspaper and you know what that made Roswell Park look like.

"The group used the mansion as a place for patients to go for a breather from the hospital environment, but Gerald Schofield, Roswell's administrator, admitted to the Buffalo Evening News that "we didn't get such of a response." Only 17 specific functions for patients have been held at the hall for the past three years. When the hall was used for other functions, for example, private wedding receptions, Schofield said the volunteer group was reimbursed for maintenance costs. Staff meetings were also conducted at the mansion.

"It was my understanding that there are 2 reasons why Roswell is here," Jayes said. "One is patient care. The other is the research of cancer. I don't see where the Butler Mansion was benefiting anybody except administration. "It's an example of poor administrative policy," said Robert Lattimer, Region 6 president. "It's a misuse of the services of public employees. I think it's a time some independent body went in there and investigated the whole place."

"The thing started out as a paint job here or there — okay, it was for the patients, I said," Jayes said. "But then they wanted major projects and our work at Roswell wasn't going to get done. The size of the maintenance staff hadn't increased in proportion with the size of Roswell and we became short-staffed."

"There was, no doubt about it, misuse of funds," he said.

Janes went to the papers with the story last month, along with representatives from CSEA Roswell Park Local 303 and AFSCME Council 82.

"CSEA was behind us 150 percent. They advised us throughout the whole matter," Jayes said. "Danny Jinks (Region 6 collective bargaining specialist) was a great help."

On October 19, the long-awaited directive came down. Printed on paper without a letterhead, it explained that:

"Work performed at Butler Hall by Institute personnel is done under the precept that they are providing service to an Institute department, namely, the Volunteer Services Department. Services of a routine nature are the responsibility of Butler Hall whenever possible. When emergencies occur, the Institute may assist Butler Hall in any way it can, within the framework of the following guidelines:

— going on to detail more than a dozen specific conditions. Daily security rounds, that include a check on boiler temperature on weekends and holidays will be continued. Maintenance personnel are responsible to check the boiler during the week.

On Sunday November 11, Butler Hall was advertised for sale.

"I'm happy," Jayes said. "I got what I wanted (the directive). The ad just proves what we thought all along, that the program at the mansion wasn't working out.

"The place is beautiful. It should be restored, everyone agrees. But it should be done right. We were just putting a Band-Aid on something that needed stitches."

Butler Hall is owned by the Volunteers of Roswell Park Memorial Institute, Inc., a not-for-profit group that functions under the administrative wing of the Volunteer Services Unit at Roswell. It was purchased in 1976 from the Butler family with a $100,000 grant from the Baird Corporation, the only stipulation being that group had to keep it for at least a year. The woman who heads up the Volunteer Services department, Bette Riffel, also sits as chairman of the board of directors of the volunteer organization.

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"CSEA was behind us 150 percent. They advised us throughout the whole matter," Jayes said. "Danny Jinks (Region 6 collective bargaining specialist) was a great help."

On October 19, the long-awaited directive came down. Printed on paper without a letterhead, it explained that:

"Work performed at Butler Hall by Institute personnel is done under the precept that they are providing service to an Institute department, namely, the Volunteer Services Department. Services of a routine nature are the responsibility of Butler Hall whenever possible. When emergencies occur, the Institute may assist Butler Hall in any way it can, within the framework of the following guidelines:

— going on to detail more than a dozen specific conditions. Daily security rounds, that include a check on boiler temperature on weekends and holidays will be continued. Maintenance personnel are responsible to check the boiler during the week.

On Sunday November 11, Butler Hall was advertised for sale.

"I'm happy," Jayes said. "I got what I wanted (the directive). The ad just proves what we thought all along, that the program at the mansion wasn't working out.

"The place is beautiful. It should be restored, everyone agrees. But it should be done right. We were just putting a Band-Aid on something that needed stitches."

Available for sale

Butler Hall

ideal for corporate headquarters, executive offices and other institutional uses. Designed by world famous American architect Stanford White, built in 1888, the main building has approximately 16,000 square feet and the carriage house has approximately 5,000 square feet of living. Superb interior details in excellent condition.

For information call:
Matthews, Jewett & Rumsey
20 Main Street
Buffalo, NY 14202
853-7929

Matthews,
Jewett & Rumsey, Inc.
Real Estate

THIS NEWSPAPER AD appeared in the November 11, 1979 issue of the Buffalo Courier-Express announcing the availability for sale of Butler Hall, center of a major controversy involving CSEA-represented employees.
Giving kids on even break

The never-ending fight against child abuse and neglect

Workshops and seminars are sources of continuing education for public employees. They provide an opportunity to relate a relatively small percentage of the workforce, and are usually understood as necessary by many who are unable to attend. Some institutions have sponsored workshops and seminars on a regular basis, and these workshops and seminars can be extremely informative and helpful to the serious participator.

In the spring of 1979, a group of child protective workers from Tompkins County Department of Social Services, and an extremely active member and official of CSEA, Ms. :-) McPherson, met with Nora Krick, also of Tompkins County, to arrange a program of seminars to be offered in the summer of 1979, attended by workers from several counties (such as Cayuga, Onondaga, and Tompkins) who are interested in the field of child protective services.

Recent testimony indicates one of the major problems in the field of child protective services is lack of support. Lack of support in terms of adequate pay and adequate training was a major point of emphasis at the conference.

The emphasis on "how to" rather than "how come" marks a significant change in the way protective workers are trained.
DEPARTMENT OF TAXATION Local 690 President Carmen Bagnoi, left, and department CSEA Board Representative John Gully, right; join from left, Audrey Valanti; Joseph Valanti, assistant commissioner; Gayle Hatch, deputy commissioner; and Mable Murphy, director of personnel; all of the Taxation Department, viewing the Christmas dolls decorated by members of the local.

Study praises alternative work schedules

The findings of a State Civil Service Department study which evaluates the effects of alternative work schedules in State operations have been released by State Civil Service Commissioner President Victor S. Bahou.

The Civil Service Department study analyzes reports from 107 State agencies, facilities, commissions and authorities which have established some form of alternative work schedule.

Four types of alternative work schedules are covered in the Civil Service Department study — they are:

• Staggered hours — (groups of workers are scheduled to begin and end work at different times),
• Part-time — (Employees work less than a full work week),
• Compressed schedule — (Employees work less than five days a week, but longer hours per day), and
• Flextime — (Workers may vary starting and ending time from day to day, but must work a certain number of hours per day).

Commissioner Bahou said that those State operations participating in the survey reported that alternative work schedules have improved the employment opportunities for minorities, women, the elderly and the physically handicapped.

Forty-six percent of those State offices reporting credited alternative work schedules for an improvement in the quality of their services; 35 percent reported decreased operating costs, and 32 percent reported an increase in the recruitment of women, Commissioner Bahou added.

Generally, no serious problems with alternative work schedules were reported. Some State offices reported a number of difficulties concerned mainly with maintaining adequate coverage and supervision. These, however, were characterized by the report as "minor and easily resolved."

The survey is the second of its kind and was conducted over a three-month period early this year by the Employee Relations Section of the State Civil Service Department. The report was prepared in compliance with Governor Carey's 1978 Executive Order which encourages State agencies to establish flexible working schedules for employees and requires the Civil Service Department to assist in coordinating such programs and to submit detailed periodic reports assessing the impact of alternative work schedules on State operations.

CSEA attacks Putnam Co. union busting

FISHKILL — The chairman and members of CSEA’s Statewide Probation Department Administrative Assistant Millicent DeRosa, and committee chairman James Brady say "... it appears that Putnam County residents are about to lose a valuable experienced employee for reasons other than economic."

CSEA earlier filed an improper practice charge against the county over the proposed elimination of Ms. DeRosa’s position. Ms. DeRosa is president of Putnam County CSEA Local 640, and since her position is the only one proposed for elimination, CSEA Region III President James J. Lennon has called the action “union busting.”

The CSEA Probation Committee is concerned with the effective and efficient functioning of probation departments throughout New York State. In this situation, Brady commented, “The County’s action to eliminate the Administrative Assistant’s position does not appear efficient nor effective in providing additional services for Putnam County residence.”

CSEA Southern Region President Lennon sat in on the meeting and stated, “CSEA believes where there’s smoke — there’s fire, and after interviewiong Millicent, we know where the smoke is coming from.”

The CSEA Committee plans the following program of action.

1. Committee Chairman Beady will begin a correspondence with the Putnam County Executive, requesting information on the background for the county’s decision concerning the elimination of the position.
2. If this information is not forthcoming, Mr. Brady will authorize a request under the Freedom of Information Act.
3. If this research fails to substantiate the county’s actions, CSEA will inform the State Department of Probation of its concerns in this area, and will ask for a complete investigation by the State of New York into the operations of the Putnam County Department of Probation.

In summary, Brady commented on the situation, “The function of a Probation Department’s employee are unique, they are not easily learned and at this juncture, it appears that Putnam County residents are about to lose a valuable experienced employee for reasons other than economic.”

Ready to Retire?

Please send this membership form for membership in Retired Civil Service Employees of CSEA.

Name __________________________
Address _________________________
City, State Zip ______________________
Date of Retirement ___________________________

Send the coupon for membership information.

Retiree Division
Civil Service Employees’ Assn., 321 W. St., Albany, N.Y. 12207

Protect your future with Retiree membership in CSEA.

Gov. Carey pledges support of clerical advancement program

ALBANY — Gov. Hugh L. Carey, pledging his own personal strong support for the program, has urged all State and Agency heads to continue working towards total implementation of the Clerical and Secretarial Employees Advancement Program negotiated between CSEA and the State for Administrative Services Unit members.

And in a cover letter to CSEA President William L. McGowan, Governor Carey restated his backing of the program. He fully supports the Clerical and Secretarial Employee Advancement Program and has asked all Departments and Agencies to participate in its implementation, he wrote. "The CSEA, under your leadership, deserves a major share of the credit for the development of this important program. I am confident that the spirit of cooperation between CSEA and State management which was present during the development of this plan will continue throughout its implementation," Governor Carey concluded.

Following is the complete content of the letter sent by the governor to all State Department and Agency heads.

Call your CSEA EAP at 1-800-342-3439

ALBANY — The newly established CSEA Employee Assistance Program (EAP), designed to help members cope with personal and family problems, has further established its outreach capability with the addition of an "800" telephone number to its headquarters at 8 Elk Street, Albany.

The special number is 1-800-342-3439.

John Quinn, appointed by CSEA President William L. McGowan to direct the EAP, which is financed by a $187,000 grant from the New York State Division of Alcoholism and Alcohol Abuse, indicated the "800" number is operating and calls are being received.

"We want to make it perfectly clear from the beginning," Quinn said, "that all telephone calls and all information will be kept in strict confidence."

Westchester Co. closing building for correction of asbestos hazard

VALHALLA — The Westchester County Community College Library will be shut down in December for the removal of an asbestos hazard.

The tentative dates for closing are Dec. 22 to Jan. 15, Ellen Cleveland, chief shop steward for county facilities in Valhalla, reports.

She said the college administration ordered the library temporarily moved to another college building while the asbestos hazard on all four floors of the library is corrected.

The asbestos was discovered as part of the program of the county inspecting its facilities for health hazards when a shop steward from the Westchester County Unit of CSEA Local 860 reports a suspected hazard.

Unit President Raymond O'Connor said another asbestos hazard was found at the Bureau of Purchases in Valhalla. He said the hazardous areas have been sealed off.

He said the county was in the process of inspecting other suspected hazardous work sites.

"I am happy with the response by the county in the action it has taken," O'Connor said.

The following meetings are planned for the future:

January 23 — EAP Conference sponsored by CSEA which will invite Division of Alcoholism's Occupational Network.

February — Region V and VI Shop Stewards Training Seminars involving complete expansion of EAP at Mental Hygiene and Mental Retardation facilities in those regions.

May — Spring meeting of EAP coordinators.

June — Meeting of representatives from all EAP State networks for the first time.

In the very near future we plan to distribute "800" number flyers to all CSEA Regions for posting in all work locations. We want to help employees who need help, and we want to make it as available as the nearest telephone," Quinn said.

DIAL EAP 1-800-342-3439. ALL NAMES AND INFORMATION STRICTLY CONFIDENTIAL.
The retirees' legislative goals for 1980 were tentatively formulated by this committee, as follows:

1. A bill to provide a cost-of-living increase to those who retired before April 1, 1979.
2. A proposal that there be created a retiree division in CSEA's survivor's benefit bill, which would provide for a $2,000 death benefit for state retirees who retired prior to October 1, 1978.
3. A bill to provide for the spouse of a retiree having the family health insurance coverage the benefit of continuing the coverage after the retiree's death at no more than 25% of the full cost.

Another objective agreed upon by the committee would set retirees' dues at a flat amount of $200 dollars per year to those provided with a cost-of-living adjustment.

It is the consensus of the committee that the legislative gains achieved for retirees in 1979 were limited, with the adding of only one more retirement issue to those previously presented.

The cut-off date was thus moved from March 31, 1979, to March 28, 1979.

The retirees' most disconcerting financial problem continues to be an on-going one for the retirees during those provided with a cost-of-living adjustment.

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Experience qualifications expanding

The State Department of Civil Service has announced it will credit more extensively unpaid part-time and volunteer experience as qualifications in State civil service examinations. In the past, such credit was allowed only in a relatively few State civil service examinations.

Under the new policy, as each new civil service examination is developed it will be evaluated to determine if unpaid part-time or volunteer experience can be accepted, either as part of the qualifications for entry to the examination, or as a factor to be considered at other steps in the examination process. If it is determined that certain kinds of non-paid experience are acceptable for credit, it will be stated on the announcement for that examination. Applicants who claim such credit will be required to support it with satisfactory verification.

State Civil Service Commission President Victor S. Bahou said, "It is expected that the new policy will enhance State employment opportunities particularly among women, who plan to return to work. Along with their full-time domestic responsibilities, many women have devoted considerable amounts of time to serve as volunteer workers in programs which deal with the problems and needs of the elderly, the hospitalized, the handicapped, the poor, and the inmates of institutions of correction and rehabilitation. Many women also serve as unpaid workers in the planning and administrative work of social clubs, church groups and professional societies. They participate actively in all types of advocacy groups and activities in such areas as public information, public safety, health, conservation, government boards and commissions. Under the expanded State Department of Civil Service policy, such unpaid experience, if appropriate and verifiable, may now be credited toward qualification for State employment."

Letters

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125; Capitol Station, Albany, New York 12224.
This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.
My present label reads exactly as shown here (or offer mailing label)

Name:
Street:
City:
State:
Zip:
Local Number:
Agency where employed
My social security no.

MY NEW ADDRESS IS:

Street:
City:
State:
Zip:
Agency where employed
My social security no.

New York City — CSEA Metropolitan Region II will host a workshop and education seminar December 14-16 at the Playboy Resort and Country Club, Great Gorge, McAfee, New Jersey.
CSEA Region II President Jimmy Gripper has issued an invitation to CSEA officials and members from other regions to join him for this seminar. The package cost is $131.20 per person, which includes a cocktail party reception and banquet dinner Saturday night, December 15. A $50 deposit per person is required along with the reservation form, below. Reservations must be received by the Playboy Resort and Country Club by December 1.

Playboy Resort & Country Club at Great Gorge

Individual

Guest Name:
Address:
City/State:
Zip:
Telephone:

Group:

Rate: (Check One) □ Single $ □ Double $
Club Suite: $ EXECUTIVE PARLOR SUITE $
Two bedroom Parlor Suite $ PLAYBOY SUITE $
One bedroom Parlor Suite $
Two bedroom Parlor Suite $

Deposit Amount: $*

*One night's deposit is required to guarantee accommodations. With advance notice of cancellation, deposit is refundable.

Reservation requests after January 1, 1980 will be confirmed subject to room availability.

THE PUBLIC SECTOR, Wednesday, November 28, 1979
A statement of policy regarding employee safety

CSEA demands that OSHA be adopted for all public employees in the State of New York and that the safety program and activities should go beyond mere compliance with OSHA standards. Superficial activities and minimal compliance cannot be considered as a viable safety program.

Basic to our safety policy declaration are these statements:

1. that the safety of employees, the public, and Government operations are paramount.
2. that safety will take precedence over expediency or short-cuts.
3. that every attempt will be made to reduce the possibility of accident occurrence.
4. that the Government intends to adopt and comply with OSHA and all other safety laws.

Only under such circumstances can the relationship between employer and employee be mutually profitable and harmonious. CSEA believes in the dignity and importance of the individual employee and in his right to derive personal satisfaction from his employment. Also spelled out in this creed is our belief that the safety of employees continues to be the first consideration.

It is the Union's position that when a person enters the employ of any local or State Government, he has the right to expect a safe place in which to work, and safe machines and tools with which to do his job so he will be able to devote his energies to his work without fear of harm to his life and health.

CSEA believes that it is unconscionable for any employer to allow workers to be injured, maimed or killed in occupational accidents that are preventable through use of reasonable safety standards. Further, CSEA believes it is hypocritical for any government mandating health and safety standards in the private sector to deny its own employees equal protection by these standards.

The Civil Service Employees Association and its members can no longer tolerate a double-standard in occupational safety that annually takes its toll in deaths and injuries of public employees.

William L. McGowan
President